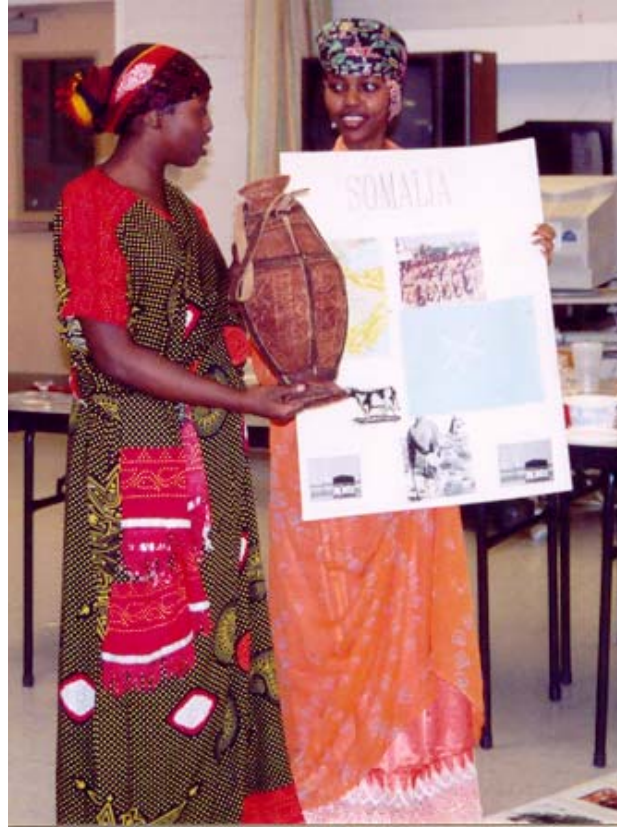


Diversity in Nursing Educational Parameters for Success

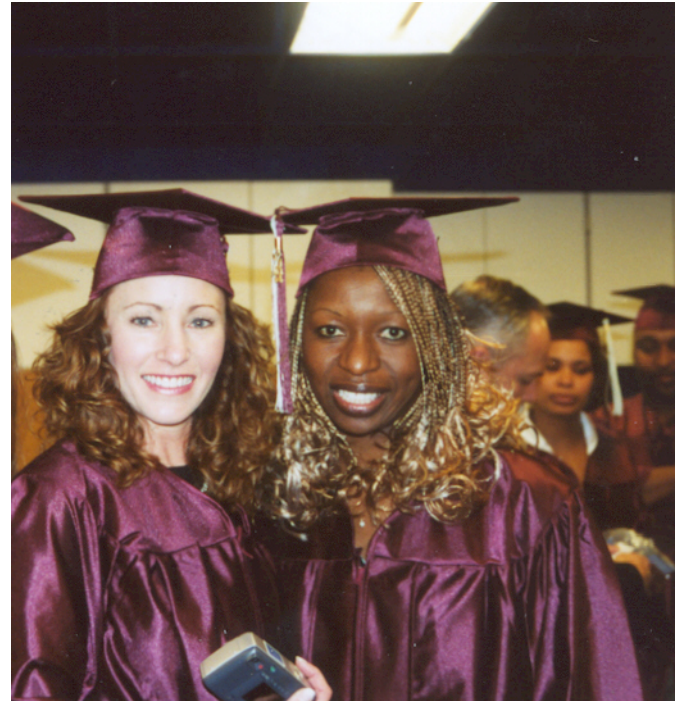


Heather Stephen-Selby RN-CS, MSN, ARNP
Dean Allied Health
Renton Technical College

Renton Technical College

Mission Statement

- Renton Technical College prepares a diverse student population for work, fulfilling the employment needs of individuals, business, and industry.



Demographics

- Average age 46
- 95% female
- 85% white
- 72% married
- 78% with children
- 33% with dependant adult
- 43% urban
- 93% work between 1-5 days/wk
- Working avg 39 hr/wk
- Working avg 5 overtime hours/week
- 12% work ambulatory

(AONE Study 2002)

Where are the nurses

- New England 1050/100,000
- Central region 1100/100,000
- Pacific northwest 6000/100,000

(futurescan 2002 A forecast of Healthcare Trends 2002-2006, Coile)

FT Professional - Technical Programs: 2002-2003 Statistics

Program Area: LICENSED PRACTICAL NURSE

Program: LICENSED PRACTICAL NURSE

Demographics

Age	Median [yr]:	32.8	Ethnicity	
Gender	Female:	80.5%	White:	44.4%
Parental Status	Parents:	55.3%	OfColor:	55.6%
	Single Parents:	21.3%	Asian/Pacific Islander:	23.4%
ESL Status	ESL	55.0%	African American:	30.6%
Citizenship Status	Immigrant/Refugee:	37.1%	Native American:	0.0%
Running Start	RunningStart:	0.0%	Hispanic:	1.6%
			International Students:	0.0%

Data Source(s): SMS; COMPASS Demographics

Economic Status

WorkFirst/Worker Retraining		Financial Aid	
Dislocated Workers:	7.2%	Applied for Financial Aid	44.4%
On TANF:	2.1%	Awarded Financial Aid:	35.6%
Low Income (Not on TANF):	2.1%		

Data Source(s): SMS; SBCTC Financial Aid Database

FT Professional - Technical Programs: 2002-2003 Statistics

Program Area: LICENSED PRACTICAL NURSE

Program: LICENSED PRACTICAL NURSE

Enrollment

Total Enrollment: 136

MIS Reportable Enrollment*: 135

Non MIS Reportable Enrollment: 1

**All program statistics are based on MIS reportable enrollments only*

Data Source(s): SMS; SMIS

Retention and Completion

Ending annual enrollment status

Enrolled, E:	77
Transferred, T:	1
Withdrew, W:	20
Completed, C:	37

Certificates: 37

Degrees: 1

Annualized retention and completion rate

Retention Rate: 84.4%

Completion Rate: 63.8%

Data Source(s): SMS

Placement at RTC Exit

Placement Rate of Completers (C) at exit

Completers with reported status:

Placement Rate - Broad:

Placement Rate - Narrow:

Job-out Rate of Leavers (W) at exit

Job Out Rate:

Data Source(s): Student Placement Record

Academic Preparedness

Prior Education

Less than High School:	2.1%
High School/GED:	44.7%
Some College:	33.0%
Bachelor Degree or higher:	9.6%

Basic Studies Enrollment

Prior to program enrollment:	30.4%
Concurrent with program enrollment:	34.8%

Placement Testing

Tested prior to program enrollment:	61.5%
Did not meet Ability to Benefit (ATB):	26.5%

Median Scores	ASSET	ATB	COMPASS	ATB
Writing :	35.5	35	65	32
Reading:	36.5	35	86	62
Numerical:	38	33	47	25

Data Source(s): SMS

Survey of Current CNA and LPN Students at RTC
Spring 2003 (N = 92)

	<\$18,000	\$18,000- \$24,999	\$25,000- \$30,999	\$31,000- \$36,999	\$37,000- \$42,999	\$43,000- \$48,999	\$50,000- \$54,999	≥\$50,000
Family Income	44%	6%	13%	10%	5%	4%	7%	11%
	1	2	3	4	5	6	7	8
Family Size	34.9%	17.4%	15.1%	18.6%	9.3%	2.3%	2.3%	0.0%

Survey of Entering LPN Students at RTC

Spring 2004 (N = 35)

Country of Birth	
US	40% %
Philippines	14%
South Pacific	0.5%
Russia	1.0%
Africa	20%
India	14%

Time in US	
< 5 yrs	17.9%
5-10 years	25.0%
>10 years	57.1%

Parental Status	
Non-parent	42.8%
Parent	57.5%

First Language	
English	25.7%
Other Includes Amharic, Croatian, Wollof, allocano, Russian, Somolia	74.3%
Punjabi,	14%
Tagalog	11%

5 Key Strategies for Building a new Nursing program at RTC

- Attain and maintain an image of a desirable profession and valued career for men and women who reflect the diversity of society
- Prepare a sufficient supply of appropriately educated professionals to meet the healthcare needs
- Create simulated workplace environments that attract and retain health providers
- Assure ongoing collection and analysis of reliable data on supply, demand, distribution, which reflect the workplace needs

Renton Technical College's Strategies for Success

- Collaboration between Basic Studies and Nursing
- Collaboration between ESL and Blended approach
- Department orientation
- Allied Health Program for Success
- Free support Classes through basic studies
- Peer tutoring and advising program
- Assessment Technology software
- Simulation in learning lab

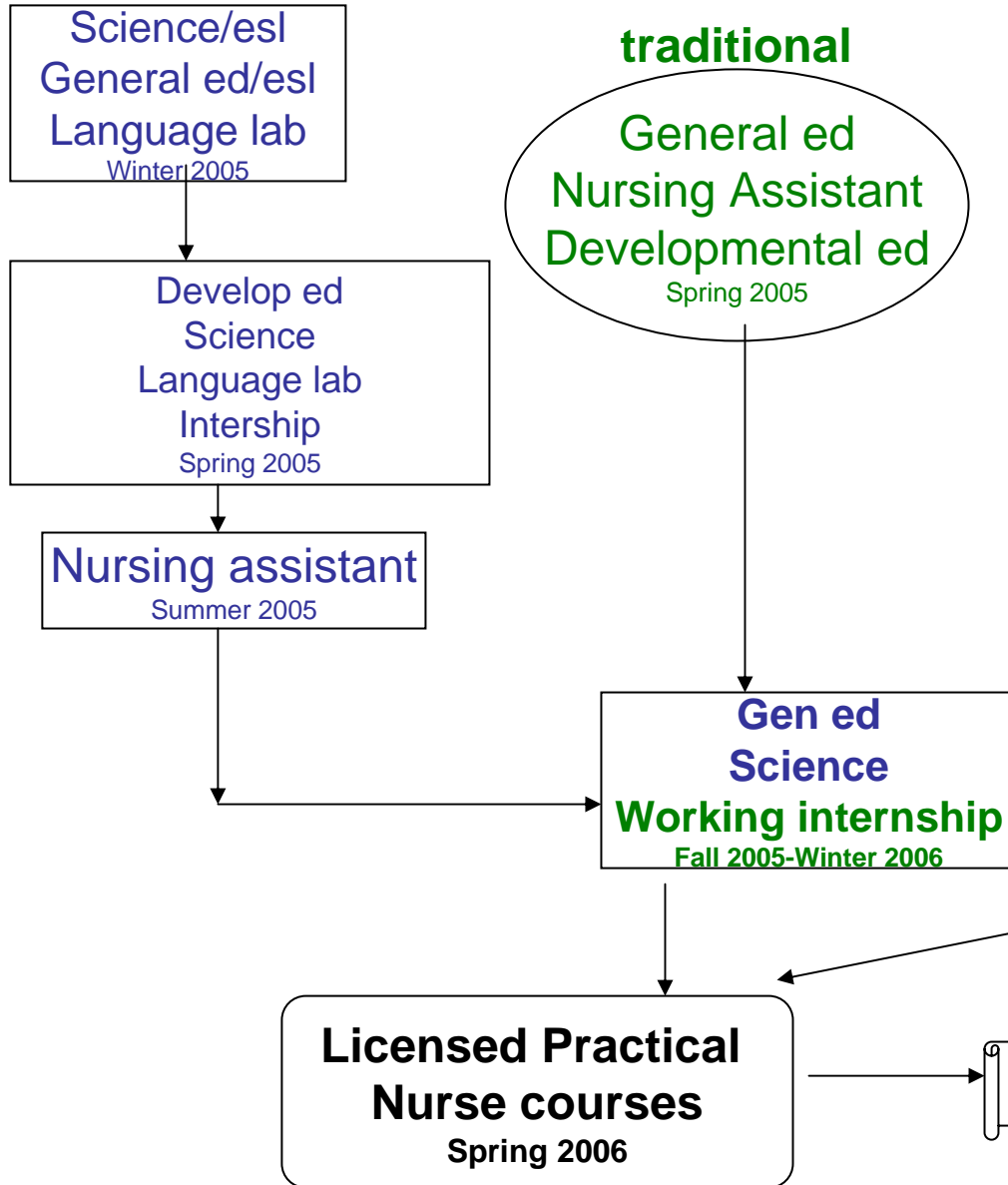
Tracks for Success

Traditional/Nontraditional/Youth

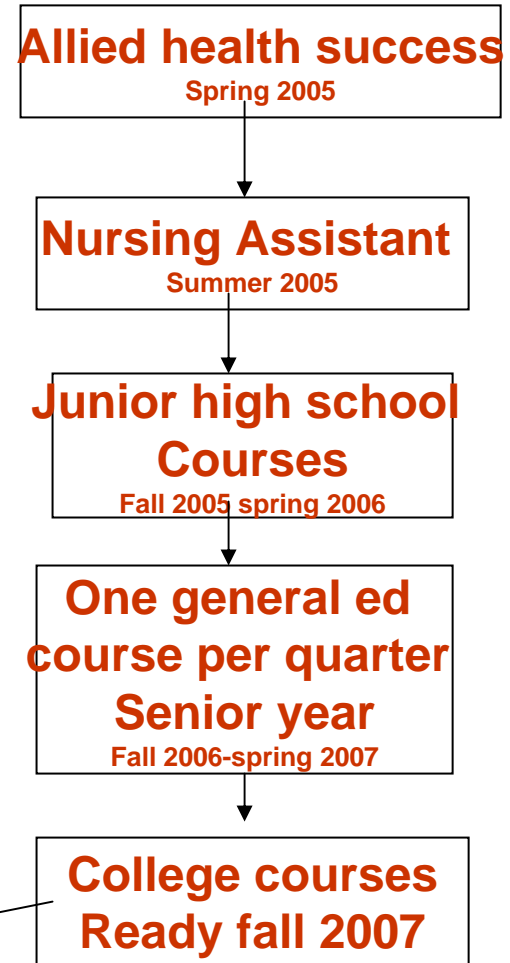
- Provide basic studies, English as a second language support mixed with general, developmental education and the nursing curriculum combined
- Provide exit points with licensure and job experience from Nursing Assistant, LPN to RN
- Ensuring community based case management for both adult and youth student population
- Ensure financial aid for traditional pre-requisites and all course work

Pathways Non traditional/traditional/youth

Non traditional



youth



Allied Health Program for Success

- Introductory course designed to offer students an opportunity to be successful (50 hours=5 cr)
- Developed for students on the wait list
- Course Content includes:
 1. Study Habits-Life Skills
 2. Basic Medical Terminology
 3. Human relations and communication
 4. Basic Math
 5. Information literacy
 6. Basic Life support and first aid
 7. Law and ethics



Transcultural Care in Health Care

- 3 credit course
- Incorporation of web sites
- Incorporation of foundational principles of nutrition, health and wellness
- Case analysis of cultural variance in delivery of care



Basic studies/ESL

- Immediate referral to basic studies
- Morning classes reading, math, writing
- Conversation class three days a week 245-415pm
- Language lab with medical term/pharm as the focus
- Textbook review for readability
- Exam review for language
- Worksheet development
- Rubric recommendations for grading



Blended Classroom

- ESL faculty co-teaching with nursing faculty
- ESL faculty have curriculum and work to develop appropriate programs for individual students based on IEP
- ESL have pre-arranged times during class to work one-one
- ESL support and work in study groups

State of the Art learning Lab

- Integration of modules for learning skills
- Use of cameras to record and critique student performance
- Simulation manikins
- Faculty consultation and remediation of performance



Assessment technologies

- Self paced remediation in all subject areas
- Proctored and non-proctored exams
- Learning modules
- Instant results for both faculty and students
- On-going assessment of student success and improvement

Peer Tutoring and Case Management Advising Program

- Faculty identify senior student
- Training provided
- Tutor paid \$8.50/h
- Max contact 20 hours
- Tutored student and Tutor GPA is monitored
- Community based case management for both adult and youth
- Each student assigned faculty member
- 2-3 times a quarter meeting with faculty
- Progress reports

Student's Success

- NCLEX results 98-100%
- Completion rates 78%
- 100% placement
- Expand clinical site opportunities

